2003 Air Force Climate Survey

U.S. AIR FORCE

Overview

- Background
- Timeline
- Core Survey Team
- Marketing
- Reporting Rules
- Q and A?

Air Force Climate Survey Background

- **Charter: Provide actionable feedback to leaders at all levels for the purpose of improving their units**

- **Survey population to include:**
  - **AF active duty officer and enlisted**
  - **Appropriated Fund Civilians**
  - **New:**
    - **Non Appropriated Fund Civilians (NAF)**
    - **Air National Guard (ANG)**
    - **Air Force Reserve *(AFRC)***
    - **Students in TDY Status**

Air Force Climate Survey Background

- **13 Climate sections:**
  - Leadership
  - Supervision
  - Unit Performance Outcomes
  - General Satisfaction
  - Unit Resources
  - Unit Flexibility
  - Training and Development
  - Recognition
  - Teamwork
  - Core Values
  - Job Characteristics
  - Altruism
  - Participation and Involvement
- **Unit Commander (or Civ Equivalent) section**
- **Questions answered on 1 to 6 agree scale**
  - **Strongly Disagree to Strongly Agree; No mid point**
- **Written comments optional**
- **EASY ACCESS:**
  - **One web site: https://afclimatesurvey.af.mil/**

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Air Force Climate Survey Background

- What the survey is
  - A tool to measure the climate of an organization
  - A feedback mechanism
    - Bar graphs and charts of analyzed results
    - Comments are not edited or filtered and contain valuable feedback, including new ideas, from members
  - Anonymous
    - Software masking techniques do not attach the respondent's user ID and password to survey responses
    - Respondents are instructed not to write self-revealing details in the comments portion of the survey

Air Force Climate Survey Background

- **What the survey is not:**
  - **A Quality of Life (QoL) Survey**
    - **Feedback about base facilities/functions, benefits, etc.**
  - **A Military Equal Opportunity (MEO) survey**
    - **Addresses areas of racial or sexual harassment/ discrimination**
  - **A Community Health Assessment**
    - **Assess the needs of the community on and off base**
  - **A Joint or DoD Survey**
    - **The Air Force Climate Survey is for Air Force members only**

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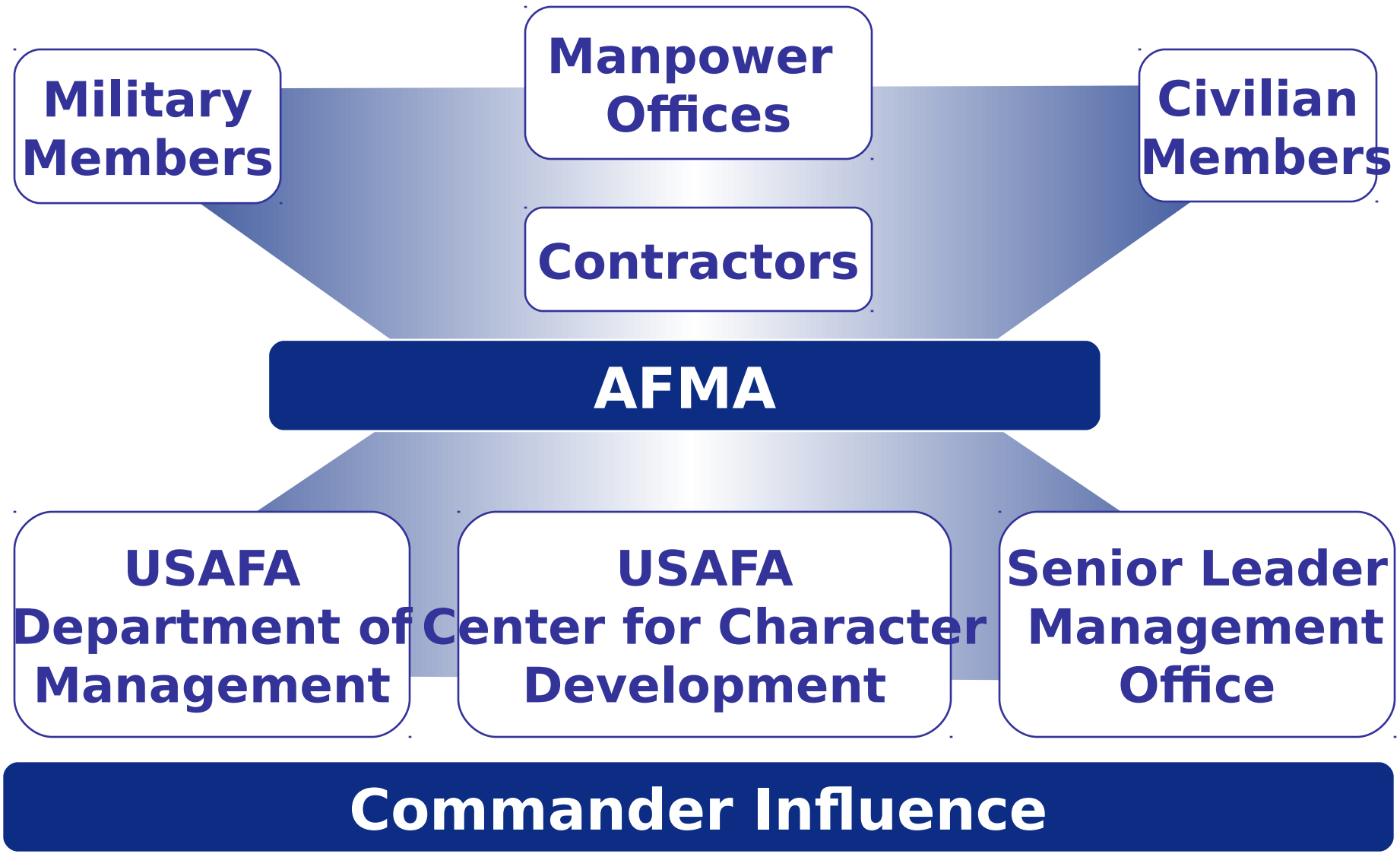
Air Force Climate Survey Timeline

- Installation/Wing/Center POCs identified 9 Jun
- ADMIN training/certification begins 23 Jun
- Organizational Set-up begins 9 Jul
- VTC Q&A sessions begin 28 Jul
- Marketing Campaign(s) begins 1 Sep
- Survey Collection begins 1 Oct
- Survey Collection ends 23 Nov
- Data Analysis 1 Dec
- CSAF/SECAF briefed Spring 04
- All reports released Spring 04

Air Force Climate Survey
Core Survey Team



Air Force Climate Survey Marketing Strategy

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- **Phase I: Prior and During Survey**
  - **Partnership with SAF/PA, AFNEWS, NGB/PA, AFRC/PA**
    - **Employ various media to raise awareness for maximum participation**
  - **Products for units: posters, brochures, and information cards**
    - **Mid Aug for CONUS and early part of Sep for OConus**
  - **100% contact - everyone has an opportunity to take the survey**
  - **Common message: “take the survey”**
- **Phase II: After Reports Released**
  - **Goal: employ various media briefing avenues to encourage leadership at all levels to use survey data to create positive change**
  - **Common message: “use the data”**

Air Force Climate Survey Reporting Rules

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- Less than 10 will not receive a Final Report
- 10 – 19 respondents will receive:
  - A bar graph (factors sorted high-low)
  - A question-by-question summary
- 20 respondents will receive:
  - A bar graph (factors sorted high-low)
  - A question-by-question summary
  - A pie chart - shows respondents by Off, Enl, Civ
  - Bar line with percent agree - 7 or more responses from a category Off, Enl, Civ. Note: Categories with less than 7 will be combined with the next fewest into a category named “Other.”
  - Comments

CSAF02 SURVEY ADMIN [Software by Raosoft, Inc. http://www.raosoft.com/] - Report - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Search Favorites Media

Address https://afclimatesurvey.af.mil/report/sample2.htm Go Links

Main Report | Participation Counts | Printable Version | Help | Exit

CSAF02 Survey Results: 3 SAMPLE SQ (NG3GFA2C, SAMPLE AFB)

Factor	Percent Agree (0 60 75 100)	Common Responses	By Status	By Question	Detail
The Job	92%	Strongly Agree to Agree			
Unit Performance Outcomes	91%	Strongly Agree to Agree			
Core Values	86%	Strongly Agree to Agree			
Job Enhancement	85%	Strongly Agree to Agree			
Training and Development	85%	Strongly Agree to Agree			
Teamwork	85%	Strongly Agree to Agree			
Supervision	83%	Strongly Agree to Agree			
Participation / Involvement	81%	Agree to Slightly Agree			
Unit Leadership	80%	Strongly Agree to Agree			
General Satisfaction	79%	Strongly Agree to Agree			
Unit Flexibility	75%	Agree to Slightly Agree			

Internet

Start 9:29 AM

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Speak Today, Shape Tomorrow

1 Oct - 23 Nov

Survey Web site:
https://afclimatesurvey.af.mil/

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FAQs

Survey Web site:

https://afclimatesurvey.af.mil/

(Survey POC Page)

Air Force Climate Survey Reporting Rules

- I keep getting a Recoverable Error, what is this?
- Will the survey be available for viewing?
- Who needs to be certified?
- Can you tell me about participation rates?
- New Commander in place cut-off date, 15 Sep
- Who has automatic access to reports?
- Who should get Unit Administrator rights?
- ADMIN instructions are huge; why download?

Using Predefined Filters

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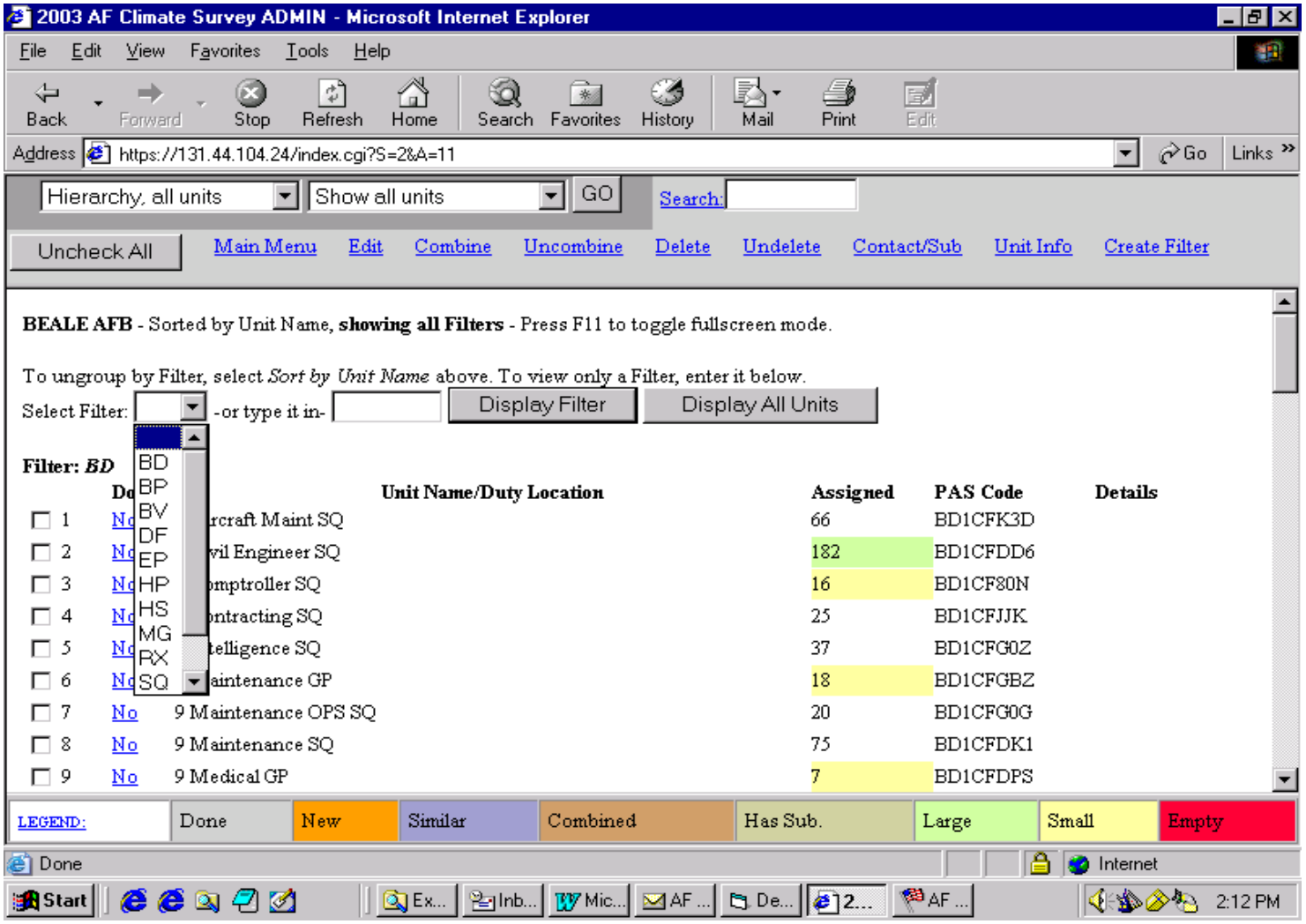

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Servicing MET Codes

CODE	DUTY LOCATION AND TYPE
A2	DANNELLY FIELD (GUARD)
A3	BIRMINGHAM AIRPORT (GUARD)
A4	KULIS AIR NATIONAL GUARD BASE (GUARD)
A5	SKY HARBOR INTERNATIONAL AIRPORT (GUARD)
A6	TUCSON INTERNATIONAL AIRPORT (GUARD)
A8	FT SMITH MUNICIPAL AIRPORT (GUARD)
AM	ALTUS AFB
AT	ANDERSEN AFB
AU	ANDREWS AFB
AY	AVIANO AIR BASE
B2	FRESNO AIR TERMINAL (GUARD)
B3	HAYWARD MUNICIPAL AIRPORT (GUARD)
B4	ONTARIO ANG INTERNATIONAL AIRPORT (GUARD)
B5	SEPULVEDA AIR NATIONAL GUARD STATION (GUARD)
B7	BRADLEY INTERNATIONAL AIRPORT (GUARD)
B8	NEW CASTLE COUNTY AIRPORT (GUARD)
BB	BARKSDALE AFB
BD	BEALE AFB
BP	BOLLING AFB

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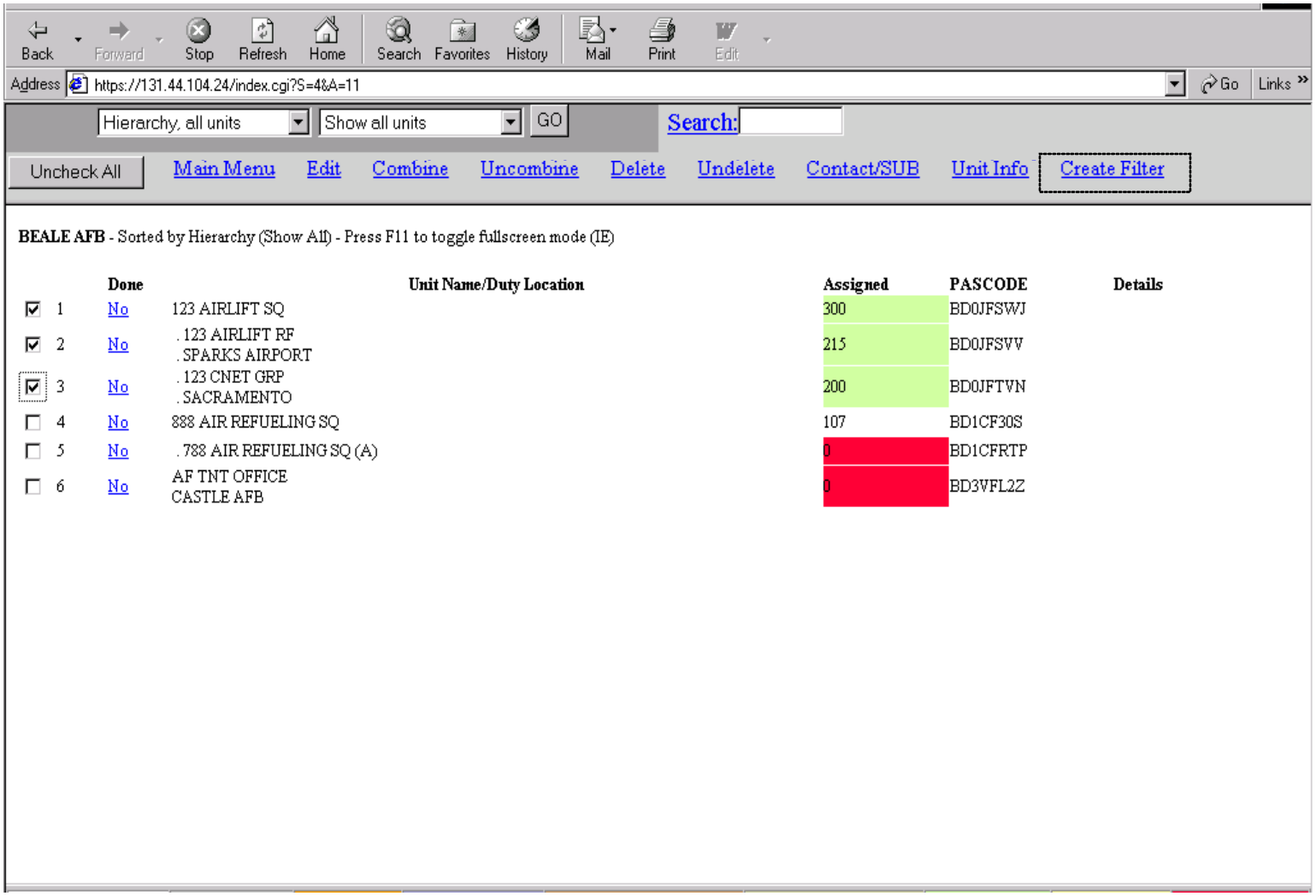
Create Filter



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Q & A?

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Survey POC Page

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Air National Guard

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ANG POC Process